

Presented by: The Manager
Introduced: 11/04/2005
Drafted by: J.W. Hartle

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2336

A Resolution Amending the Personnel Rules to Modify the Health Benefits and Employee Wellness, and Pay Schedules, Personnel Rules.

WHEREAS, contract negotiations with the Marine Engineers' Beneficial Association (MEBA), the labor organization representing the largest number of CBJ employees, have reached a tentative agreement; and

WHEREAS, in order for the annual employee enrollment in the CBJ health insurance program to proceed in a timely manner, it is necessary for the Assembly to establish the employer contribution rate as soon as practicable; and

WHEREAS, the Assembly has in the past provided unrepresented employees the same package as is negotiated with MEBA.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

The following changes to the Personnel Rules are intended to apply to all unrepresented employees, and to union-represented employees if not addressed by their collective bargaining agreement.

Section 1. Amendment of Section. CBJ Personnel Rule 18 PR 005 is amended to read:

18 PR 005. Pay Schedules.

The pay schedules attached as Appendix D, E and F shall be effective sequentially, each pay schedule effective on the date shown thereon.

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Section 2. Amendment of Section. CBJ Personnel Rule 18 PR 027 is amended to read:

18 PR 027. Health Benefits and Employee Wellness.

The CBJ maintains a health benefit and employee wellness program for its employees on a defined contribution basis.

(a) The CBJ provides a tiered health insurance employee benefit. Eligible employees pay, by payroll deduction, any difference between the CBJ's contribution and the amount required to provide the coverage elected by the employee under the tiered benefits program.

- (1) Effective January 1, 2006, the employer's contribution rate shall be \$850.00 per month per full-time, eligible employee.
- (2) Effective January 1, 2007, the employer's contribution rate shall be \$965.00 per month per full-time, eligible employee.
- (3) Effective January 1, 2008, the employer's contribution rate shall be \$1,090.00 per month per full-time, eligible employee.
- (4) The eligibility of the employees and their dependents for coverage and the precise benefits to be provided shall be as set forth in the three-tiered insurance benefit plan written and maintained by the City and Borough for that purpose.

(c) Permanent part-time, eligible employees working 780 hours per year or more shall be provided the option of participating in the group insurance plan by paying a prorated portion of the benefit cost.

(d) When an employee goes into Leave Without Pay or leaves employment due to termination, resignation or lay off, health insurance coverage ends at 12:01 a.m. on the day following the last day of pay status.

(e) When an employee is on Leave Without Pay while on Family/Medical Leave, the provisions of the Family/Medical Leave policy which maintain health benefit coverage remain in effect and the employee contribution remains unchanged.

(f) The CBJ maintains a Health Benefits Committee, which is made up of three members who are unrepresented employees, three from the Marine Engineers Beneficial Association, one from the Public Safety Employees Association, one from Bartlett Regional Hospital, and one administrative employee. The Committee will meet at least quarterly to review progress of cost containment efforts, review the administrative company's performance and offer suggestions regarding other options concerning employee health insurance. The Committee will develop checks

and balances on plan adjustments with the goal of maintaining the relative cost and value of the tiers. This committee may also develop, implement and evaluate Wellness Program activities and services and review the effectiveness of the Employee Assistance Program. The Health Committee will review the health benefit costs at its quarterly meetings and make recommendations to the parties that address increased costs.

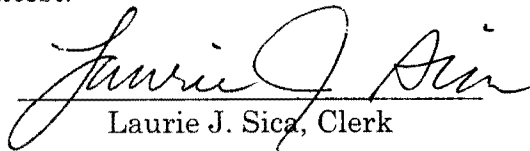
(g) The CBJ shall pay not less than \$12.80 per full time employee per month to fund a Wellness Program in order to promote education about healthy lifestyles.

Section 3. Effective Date. This resolution shall be effective January 1, 2006, or upon ratification of the agreement by MEBA, whichever later occurs.

Adopted this 4th day of November, 2005.


Bruce Botelho, Mayor

Attest:


Laurie J. Sica, Clerk